

Frequently Asked Questions

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What is a graduate student union?

A graduate student union is a democratic organization of graduate student-workers which represents the interests of the graduate students who work for the university and negotiates over the conditions of their employment.

Individually, graduate students face a massive power imbalance with the university due to the control that administration and advisors hold over quality of life and future career prospects. A graduate union aims to correct this power imbalance by allowing grad workers to collectively represent their interests and ensure that they are prioritized alongside the interests of the administration.

Practically speaking, a graduate union provides a set of organizational tools to empower grad workers. This includes [collective bargaining for a contract](#), [grievance filings and contract enforcement](#), and more powerful [shared voice and advocacy](#). These tools are built on the shared power grad workers have when acting together. Through them, we have the opportunity to improve our quality of life and strive towards a university which represents our values.

How do we form a graduate union?

Basically, the typical pathway involves an initial organizing phase, a public launch, a card campaign, an election, and contract negotiations. Once the contract has been ratified after negotiations by a final vote of the membership, the contract enforcement phase begins with regular contract renewal negotiations occurring typically every two to three years. Our campaign is currently in the initial organizing phase, but we are already fighting for grad student interests through campus wide issue campaigns.

To form a union recognized by the employer and the National Labor Relations Board (NLRB), the federal body governing private sector labor relations, the group of workers will first have to collect authorization cards signed by their co-workers. An authorization card is an endorsement of the union as the legal representative for the group of workers included in the union, also called a bargaining unit. Legally, workers only need to acquire signatures from 30% of the bargaining unit. However, it is common practice to collect 60-70% to ensure widespread support going into the election.

How we approach an election is highly dependent on the political environment as the NLRB are political appointments made by the US President and the issue of graduate employee status recognition has flipped back and forth with whoever is in the White House. In the case that the NLRB recognizes us as employees, we can appeal to the NLRB to hold an election in our workplace. If the NLRB is hostile to grad workers, then we would instead pursue an independent election agreement with MIT. Other schools, including Harvard, Brown, and Georgetown, have succeeded in securing an independent election agreement from their administration stating that

they will recognize the results of the third party administered election. This phase of the campaign can require significant pressure on the administration and is critical to our success.

How do we negotiate a contract?

Following a successful election and voluntary recognition by the employer, contract negotiations begin. Contract negotiations involve representatives of the university administration meeting with representatives of the graduate employees, often including student-organizers, union staff, and legal representation. The first step after our successful election and recognition is a union election of the bargaining team to represent them. This is followed by discussion, a survey, and decisions made by the membership of bargaining goals to democratically determine what is fought for at the bargaining table. Often, negotiations are backed by organizing actions to apply greater pressure on intransigent bosses to meet worker demands. For example, Harvard GSU-UAW recently organized a strike to pressure the admin to plan more frequent bargaining sessions and to make concessions on critical issues related to sexual harassment grievance procedures.

Once the bargaining committee reaches a “tentative agreement” with the administration, they take it to the general membership for a ratification vote. If ratified by the membership and the administration the agreement becomes binding on the administration and the union. This contract is then renewed in accordance with the renewal article in the contract, at which points we can continue to advocate for improved working conditions and compensation.

What is a union contract? (Collective bargaining)

A union contract is a legal agreement negotiated through collective bargaining between an employer (MIT in this case) and a group of workers (graduate student-workers in this case).

The range of issues negotiated includes wages, hours, and working conditions. Historically, this is interpreted broadly to include matters like compensation and benefits (i.e. healthcare, dental, coverage of dependents and spouses, transit subsidy), harassment and discrimination protections, time off and vacation, and workplace safety issues. In the history of grad unions, everything has been on the table and it is up to the rank-and-file grad worker membership to democratically determine and prioritize the bargaining items to bring to the table. Ultimately, the scope of what we can successfully bargain over will depend on the collective pressure that we as grad workers can apply on the administration.

What have other grad unions won in a contract?

Grad unions around the US have won major improvements in grad worker quality of life and substantive protections from abuse, harassment, and exploitation. The first wave of grad unions began in the 1970s at public universities such as University of Michigan, Rutgers, and the

University of California. Grad workers at private universities have been pushing towards unionization with growing success in recent years, including NYU, Columbia, and Harvard.

[UMich Graduate Employee Organization](#), one of the oldest grad unions, have secured substantial stipend raises, dental benefits, childcare subsidies, workplace harassment protections, transgender inclusive healthcare, disability accommodations, international student protections, and funding from the university to support diversity, equity, and inclusion graduate worker initiatives. Moreover, they have been able to influence broader university practices, especially in support of initiatives to improve career development resources as well as promoting mentor/advisor training and best practices across the campus.

How is a contract enforced? (Grievances)

Student union reps (Stewards), elected by their peers, are trained to coordinate and enforce the contract and the rights of grad students throughout the workplace. These reps are trained on how to handle grievances and workplace issues. If the contract is violated, such as in a failure to deliver on benefits in the contract or in cases of harassment and discrimination, the aggrieved worker would contact their union rep -- who only represents grad workers, not the university administration. While the specifics of grievance filings depend on the organization and contract, there is a basic common procedure for them.

Initially, the worker(s) would raise an informal complaint with their union rep who will then work with and advocate for the worker(s) to address the contract violation. Grievances can be filed by individuals or a group of workers affected by a violation. If the administration isn't responsive to the informal grievance process, the union rep can file an official grievance procedure with assistance from professional union staff, raising the issue up the chain of command in the administration to ensure accountability for the contract violation. In cases where the administration proves to be especially intransigent on resolving the grievance, there would be a final step of independent arbitration and other mechanisms to resolve issues of contention. Most grievances are resolved informally and involve no legal recourse beyond righting the contract violation. However, this is only possible with a strong union which is able to ensure that the contract is followed diligently by the employer. If the same issue applies to many workers, "group grievances," which can be carried out to broaden our efforts to a larger campaign to fight for more systematic change.

Labor unions are the most successful enforcement mechanism of employment law and protections for workers from abuse and exploitation by employers. Grievance procedures and workplace actions are the tools we need to guarantee protections.

What is a union rep?

Union reps, sometimes called “shop stewards,” are rank-and-file workers who take on additional duties to represent their colleagues to the employer and to act as liaisons between workers and the union structure.

Union reps are usually volunteers elected by their colleagues to make sure their voices are represented in the day-to-day work of protecting workers rights and building and coordinating the work of the union. They are often responsible for disseminating union announcements and plans to other grad workers. Additionally, they bring the issues that are raised in their shop, in our case labs or departments, back to a stewards council where broader workplace issues can be tracked and addressed collectively instead of individually case by case. They are the first point of contact for a worker filing a grievance. Union reps will be responsible for being the first line of defense in enforcing the contract protections. This makes them a critical bulwark of the union structure.

What is our vision for MIT?

As the union is a democratic organization made up of the large and diverse MIT grad community, defining and developing our vision is a constant process. We need all voices heard to understand how to better create a healthy, happy, and productive MIT for us all. Through countless conversations with grad workers at MIT, a set of rights and values are emerging which we believe are necessary for building a better graduate experience.

- The right to a safe workplace free from abuse, harassment, and exploitation
- The right to personal and professional stability
- The right to income commensurate with the value we bring to the university
- The right to the education and mentorship
- The right to comprehensive, inclusive, and affordable medical care, including mental healthcare
- The right to equal opportunity, regardless of age, race, parental status, gender, disability, sexual orientation, gender identity and expression, ethnicity, nationality, or any other identity

The MIT community has thrived for decades due in no small part to the indispensable contributions of grad workers. We teach and mentor undergraduates, perform cutting edge research, publish academic work, contribute to the reputation of MIT, and build meaningful connections with each other. We are the largest community of employees on MIT’s campus.¹ We only ask that our contributions to MIT are recognized and reciprocated with dignity in the workplace and a voice in the institute.

Are we affiliated with a national union?

¹ "MIT Facts 2019: Faculty and Staff." 28 Jun. 2019, <https://web.mit.edu/facts/faculty.html>. Accessed 3 Sep. 2019.

We are affiliated with the United Electrical, Radio and Machine Workers of America, commonly called the United Electrical Workers (UE). This was decided by a vote open to all currently organized MIT graduate workers in October 2019 to choose a national union to partner with.

Most unionized groups of workers will create a partnership with a larger collection of unionized workplaces in a process called “affiliation”. Affiliation with a national union structure allows for workers to pool resources in mutual support for building unions in new workplaces, developing workplace action and campaigns, bargaining for a better contract, legal expertise in grievance procedures, training for rank-and-file union reps, and lobbying for their workers’ interests.

We began the affiliation process by reaching out to various national unions which currently represent grad workers around the US. We narrowed that list down to three organizations which were interested in working with us, the American Federation of Teachers (AFT), the United Auto Workers (UAW), and UE. Our affiliation team researched these options: looking into the track records and organizational structures for these unions, meeting with regional and national representatives, and reaching out to other grad workers in various stages of unionization. This information, as well as extensive background on grad unions, has been compiled in a document that was disseminated to the general body of the MIT grad union.

Why are we working with the United Electrical, Radio, and Machine Workers (UE)?

UE’s name is historical dating back to its founding in 1936. It is a general union representing workers in all sectors of the economy. Its hallmark and difference with other national unions is its adherence to democratic rank and file principles and service to its membership. UE is an independent union (not affiliated with the AFL-CIO) and encourages its members and locals to work closely with other unions in its sector.

UE represents grad workers at the University of Iowa, the University of North Carolina, North Carolina State University, and the College of William & Mary. While it may surprise some to read that we are affiliated with the “electrical workers union,” as the economy shifts from its traditional manufacturing base, it is common for unions to include locals from a wide range of sectors. UE members also include nursing home workers in New Hampshire, food co-op workers in Vermont, and Hertz drivers at Logan Airport.

“Othering” or “third-partying” the union is a very common anti-union tactic. The boss will frame the union as a disruptive or self-interested third party organization intervening in an otherwise harmonious community. Our union was started by, is made up of, and is run by rank-and-file graduate student-workers at MIT. We will democratically determine what issues we want to fight for, how we fight for them, and when we agree on a resolution of them. As part of a rank-and-file national union UE locals have a high degree of local autonomy.

That said, we are seeking to create a partnership with our national union because we believe they offer substantial support and solidarity to us which we plan to reciprocate. The broader

labor movement and our national union will connect us to grad workers at other campuses, dining hall workers and librarians at MIT, and other workers around the country. The labor movement is eager to support our fight and this will only be more true if we show our support for their fight too.

Doesn't the GSC do all this?

The Graduate Student Council (GSC) performs important work in building community and representing the interests of grad students. However, the GSC has very limited legal power by administration design and only serves in an advisory role to the administrators who ultimately make the decisions. There are many dedicated student advocates in the GSC and this is exactly why we work with many of them. However, we believe that a stronger set of tools is necessary for improving our working conditions and quality of life at MIT. *The GSC works to provide voice to graduate students, it does not have the power to negotiate a legally enforceable contract or represent grad students as workers in cases of abuse or other workplace issues.*

For example, while the GSC currently makes suggestions on stipend increases year to year it has no power to pressure the university to adopt their suggestions. The administration can, and does, ignore this suggestion without consequence. Dental insurance is a clear case of grad students' current representatives being ignored. GSC leadership has consistently advocated for dental insurance for graduate students for [two decades](#), yet grad workers continue to be excluded from the [dental coverage](#) offered to maintenance staff, lab technicians, security guards, and other workers represented by [unions](#) at MIT. As a result, grad workers pay [\\$576](#)² a year for dental coverage, instead of the \$72 per year that other MIT workers pay.

What would happen to the MIT Graduate Student Council if a union was created?

University administrations often claim that recognition of a union will legally require that all positive initiatives for graduate students that originated outside of the union must cease. The [FAQ on the MIT Office of Graduate Education's website](#) states that "terms and conditions of employment" for graduate-student workers could no longer be discussed by the GSC. The [University of Chicago took this argument even further](#) by claiming that a comprehensive program to improve graduate students' lives which the university had undertaken "may have to stop."

We are aware of no instances of positive graduate student programs ceasing as a result of union recognition, nor do either of the above-mentioned FAQs provide any such examples. In fact, similar arguments are often made with regards to the role of faculty senates in the face of faculty unionization. However, faculty unions have been found to co-exist with and, indeed, to strengthen existing forms of faculty representation. To quote [one study](#) on this issue, "In theory

² \$526.68 for premiums plus a \$50 deductible.

faculty unionism would be expected to take over the representation function, ousting the senates from the decision-making process. In fact, up to this time, there appears to be a consensus that the senate system has been strengthened by the advent of faculty unionism in more instances than it has been weakened.”

Are international students allowed to unionize?

Yes, international workers absolutely have workers’ rights and will be protected by the union against retaliation. You can read more specifically about your rights to organize as international workers in the [Wilberforce Pamphlet](#), an official US document which expands upon all of the following bullet points in more detail.

You have the right to:

- Be paid fairly
- Be free from discrimination
- Be free from sexual harassment and sexual exploitation
- Have a healthy and safe workplace
- Request help from union, immigrant, and labor rights groups
- Leave an abusive employment situation

The international grad worker community at MIT faces [unique challenges](#) during the course of their academic career which we believe MIT must strive to alleviate. International workers deserve freedom from harassment and discrimination as much as domestic students, and we cannot tolerate the gross mistreatment many face. We must create an open and accommodating environment to allow all students to flourish.

MIT has been good to me. Why should I want a union?

Currently, your rights, benefits, and well-being as a graduate student worker are part of an informal agreement between MIT and departmental leadership, your adviser, and you. These rights are not guaranteed and could change as, over the course of your PhD, MIT leadership, your research, and your life changes. A union turns this informal agreement into an enforceable legal contract that protects your rights and financial, mental, and physical well-being. In addition to formalizing your current rights, a union would advocate for benefits that other MIT employees enjoy but graduate student workers currently do not, such as dental coverage and childcare subsidies.

Finally, a union helps ensure that all graduate students enjoy the same rights and benefits as you, regardless of their department or marginalized status. For instance, while some departments provide full funding, others don’t guarantee summer funding or require graduate workers to pay tuition. We must support each other until we are all paid fairly and consistently for our work. Outside of these systematic issues in grad school, life can always throw unfortunate circumstances at us. We must support MIT students through the myriad of

difficulties that we face during our time in grad school. When life is good, it is easy to imagine that we may never need that support, but experience shows us that any one of us can face unexpected adversity. A union can provide the support network grad students need to help each other and to demand adequate support from MIT.

How will this affect my relationship with my advisor?

The creation of a union would not limit the role of advisors “to just a boss,” but it does recognize the fact that advisors often act as a boss. In this role, advisors often have enormous power over the graduate students they administer with little oversight or recourse for the student-worker.

Advisors can dramatically impact the quality of life and mental well being of their students during grad school, and that relationship can be critical for a successful career after graduation. In the best cases, advisors will be supportive and caring of their students, provide clear communication and expectations, and assume the role of guide rather than enforcer. This leads to a partnership that is beneficial for all parties involved. However, lack of training for mentors is the norm, and stories of abusive or exploitative relationships are not uncommon. **The union aims not to intervene in positive aspects of academic advisor-advisee relationships, but instead to protect from the worst abuses and to promote the best practices through accountability and by making good mentorship a real priority at MIT.**

In fact, the formalization of the employer-employee aspect of this relationship **leads to better advisor-advisee relationships**. [The best available research supports this idea](#). A survey of 512 unionized and non-unionized graduate student-workers in diverse disciplines at 8 matched research universities found that **unionized workers were more likely to describe their advisor as effective and as a role model**. This relationship was reciprocated, as those in unions were more likely to say that their advisor thinks highly of them as a competent professional. Moreover, organized graduate-workers were just as likely to receive professional support, guidance, development, and protection from their advisors. Importantly, there has been no evidence from the over 60 campuses with grad unions to support the claims made by anti-union administrations that unionization will harm faculty-student relationships or academic freedom.

This shouldn't be surprising. Having clear guidance from a contract on the boundaries of the manager-employee relationship can give the mentor-mentee relationship room to flourish.

Aren't the departments too different to be adequately represented by a union?

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Who is included in the bargaining unit?

The National Labor Relations Board ruled in 2001 and 2016 that all undergraduate and graduate Teaching Assistants and all graduate Research Assistants are legally employees. However, it is up to the union to decide which subset of these employees to include in the bargaining unit. At this point in our campaign, we aim to include all grad workers employed as TA's or RA's. This would likely include grad workers paid through fellowships so long as the department supplements their stipend to meet the same level paid by the department, a common practice across campus.

Improved bargaining power for any group on campus will lead to improvements for others as well. For instance, if we improve mental health accessibility for grad workers, we will fight to make these services available to undergrads as well. If we are able to win an affordable childcare subsidy from MIT, other MIT employees can fight for the same. When we win, we can raise the standard and help other groups on campus and at other schools demand a better deal as well.

Why do we pay membership dues?

Membership dues cover the costs of day-to-day union operation and representation. This includes campaign materials, food for events, and organizing staff at the local level, as well as help from the national union with negotiating and enforcing our contract, access to legal advice, research department, and a vast network of other unions, labor organizations, and political representatives.

How much are union dues? Will the benefits of the contract exceed the cost of dues?

Union dues are typically 1-2% of gross income. For example, the dues rate for graduate student-workers at Harvard is 1.44%; Tufts and Brandeis pay 1.5%.

Our union will determine democratically whether we believe that our contract is robust enough to be ratified and that it benefits all of our members. Graduate students will not be required to pay dues until a contract is ratified.

Will a union affect academic freedom?

Academic freedom is a core value for all academics, faculty and graduate students alike. Given the importance of academic freedom to a graduate student's way of life, it is unlikely that graduate students would democratically decide, against their own interests, to limit academic freedom. Indeed, academic freedom is explicitly enshrined in many graduate union contracts (e.g. UMass-Amherst, Article XXI; University of Florida, Section 5).

Unionization has been shown to be compatible with academic freedom through decades of organizing among both faculty and graduate students. A recent study out of Rutgers concluded

that unionized and non-unionized graduate student-workers report similar perceptions of academic freedom.

Another way of thinking about this is that academic freedom should not be limited to tenured faculty. Advisors currently have substantial power over the academic freedom of graduate students. For example, at MIT there has been a case of a grad worker being fired for refusing to falsify data. A union, protecting grad workers from this type of retaliation, would help to protect the pursuit of knowledge.

I'm worried about retaliation for getting involved.

This is a relatively common fear among grad students given how much power our advisors have over us and our futures. Concerns of retaliation and punishments from advisors can be a serious matter. However, the threat of retaliation exists now at MIT for non-union activity and must be addressed. The possibility of retaliation is, in fact, indicative to us of the need for a strong union for grad workers to be able to protect ourselves from these massive power imbalances and ensure fair treatment.

We have legal protections to organize, including for international workers. Retaliation is completely illegal and against MIT policy. These protections are important for us to be able to fight back against mistreatment of grad workers. However, we must ultimately organize to protect each other to ensure these legal protections and policies will be enforced. As a union we will act to protect our own from retaliation, raising hell in response to individual retaliation, and because we have protection in numbers. If there are enough of us organizing, which there will be, it will become impossible for them to act against all of us.

My department pays me better. Is the union going to cut my pay?

Bosses will commonly sow division between groups of workers to make it more difficult for them to unite around their shared issues. Pay disparities between departments is a common objection from engineering and physical science students who are paid better than others. Factually speaking, pay reduction has not occurred as a result of grad unionization anywhere. We will be making these decisions democratically, consequently we would never fight to bring down anyone's pay. We are fighting to improve the pay of all grad workers and there is simply no need to pay for one student's raise by cutting another student's pay.

We want to raise the pay floor to ensure all grad workers can meet the cost of living without major financial strain. Raising the pay floor relies on building solidarity between departments. Currently, students in DUSP and Math have no guaranteed summer funding, leaving them potentially unpaid for three months each year. We are fighting for benefits in addition to improving salaries. No matter how well paid a grad student is, everyone wants dental and vision or MBTA passes, and we plan to fight for them.

Is the union going to force me to go on strike?

In the UE strikes are decided by the members, not a “union boss.” Striking is an action of last resort after a series of escalating actions. We will have done everything within our power to move the administration to act before voting for any kind of job action. We would only take these kinds of actions (striking) if the MIT administration refused to engage in constructive conversation and negotiations.

As grad workers, we perform an extremely wide range of tasks, many of which are not paid but the university relies on. At other schools, teaching and grading strikes have been especially powerful and often garner the support of the undergrad community for the grad worker demands. Work-ins involve occupying buildings doing our own work in that space to slow down regular functioning of the university. Work-to-rule is a common labor strategy of doing just the required work to the word and not any more. We can also be more targeted and refuse to perform unpaid safety regulation work or instrument maintenance or running student organization events for orientation. Targeted actions can apply our pressure more strategically.

What can we do to MIT? They have all the power.

We perform a wide range of work at MIT which we have the power to withhold at any time. Admittedly, MIT is well acquainted with quelling student demands by waiting them out or making meaningless shows of change. For example, they might launch a committee or investigation into the problem which quietly reports back a year later without concrete action, as was done during the controversy over MIT's ties to the Saudi monarchy or currently with Jeffrey Epstein. Often, these meaningless changes set out timid recommendations at best. We must be aware of this strategy, exposing it when it comes up to help the MIT community see this repeated pattern of inaction on serious issues.

Besides our ability to withhold our labor, we can expose the abuses of MIT. This serves two goals: to reveal the inaction and misleadership of admin who have failed to live up to MIT's mission and to seek solidarity with other MIT workers and the broader community. The MIT administration will often say that an issue is out of their hands due to the complexity of the issue and the decentralized or diverse nature of our campus. It is our responsibility as members of the MIT community to put a spotlight on the biggest challenges that our campus faces and to ensure that the administration takes responsibility and action is addressing these issues too.

Additionally, if we build partnerships with other workers on campus, we can more effectively apply pressure to the admin from multiple angles. Local politicians also offer a unique way to MIT pressure administration, as maintaining positive relationships with local politicians is necessary for all of MIT's real estate projects. At a national level, political allies can apply pressure through funding sources as well.

Why do some grad union efforts fail to win recognition?

Building a graduate student worker union is not easy. When things do go wrong, a common reason is that the university administration is staunchly anti-union and will expend a huge amount of time and resources to conduct an anti-union campaign. They do this by sowing confusion, uncertainty, and fear about how a union can change things on campus, creating divisions between different groups of students, and by characterizing the unionization effort as a group of outside agitators instead of students organizing to represent their interests.

While these criticisms are often lobbed by universities administrators opportunistically and in bad faith, we take these concerns seriously when brought by grad workers. It is critically important that we build our grad union in a way that effectively dispels these common anti-union talking points. We do this by ensuring extensive and ongoing outreach to the grad worker community at MIT, striving for inclusive and proactive representation of student interests. We are a union started by, run by, and built for MIT grad student workers.

Who can I talk to if I have more questions or want to get involved?

A union builds power by connecting people, and there are many ways to do so. Talk to your friends and colleagues about why you want a union. Come to a union social to talk to fellow graduate student-workers about why we need a union. Attend an orientation session to learn more. Join a committee to get involved with the process of building the resources, knowledge, and skills to create a powerful union. Attend an Organizing Committee meeting. To learn more about how to get involved, ask any organizer with the union and they can direct you. You can set up a one-on-one conversation by filling out [this form](#).

Will the union protect lazy workers?

Other Grad Union FAQs

- [HGSU-UAW \(Harvard\)](#)
- [GSOC-UAW \(NYU\)](#)
- [UChicago GSU](#)
- [SUGSE \(Brown\)](#)
- [GWC-UAW \(Columbia\)](#)
- [CGSU \(Cornell\)](#)

Potential additional questions

- Need to expand on dues questions some more
- Who runs the union?
- How common are grad unions? Are they on the rise?
- What are issue campaigns?
- What has the union done so far?
- How will the union deal with differences between departments?
- Consider changing “Doesn’t the GSC do this?” to “How is the GSU different from other student groups on campus?”
- FAQ for
 - Faculty (“Why can’t faculty talk about the union with their students?”/“Why am I being treated like a manager?”/“I treat my students well. Why is the union going to intervene?”/“Why do students want a union?”)
 - Staff/other workers (“What problems do grad students have?”/“We help run this campus too. Where is our union?”)
 - Undergrads (“Can undergraduate student-workers join the union?”/“Why do my TAs support the union?”)
 - Other unionized workers on campus (“What is the relationship between my union and the grad union?”/“How can we show up to support each other?”)
- Expand on definition of collective bargaining
- Will the union mediate every decision between me and my PI?
- Will forming a union turn my special relationship to MIT/my advisor as a mentor into a purely economic relationship as an employee?
- What is the difference between public and private universities?
- What does “academic freedom” mean?

Other potential questions

- Will I be prevented from working more than a set number of hours?
- I’m a Master’s student. Am I eligible to join? Why should I join if I will only be at MIT for a year or two?
- Do wins for the union mean MIT will have to make cuts in other places?
- Isn’t a union an aggressive way to approach things?